

THE CENTRAL INTELLIGENCE AGENCY INTELLIGENCE OPERATIONS
RETIREMENT AND DISABILITY SYSTEM

1. PURPOSE

This regulation governs the administration of the Central Intelligence Agency Intelligence Operations Retirement and Disability System hereafter referred to as the System under the authority of Section 201(a) of Title II of the Central Intelligence Agency Act of 1949, as amended.

2. DEFINITIONS

a. The Board of Governors of the Central Intelligence Retirement and Disability System, herein referred to as the Board, shall be responsible to the Director for the administration of the system including the identification and certification of participants. The Board shall consist of seven members appointed for three year terms. The four Deputy Directors shall each appoint one member and one alternate member. The Director of Personnel, the General Counsel and the Comptroller shall be permanent members. The Office of Personnel provides the Board with an Executive Secretary and necessary administrative support.

(1) The term of office of members of the initial Board shall be staggered. The initial term of the Deputy Director (Plans) member shall be for three years; the Deputy Director (Intelligence) member and the Deputy Director (Support) member, two years; and the Deputy Director (Research) member, one year.

b. The Central Intelligence Retirement and Disability Fund, hereinafter referred to as the Fund, is the special fund maintained by the

- c. A participant is a career employee who has completed 5 years service in CIA and has been certified by the Board as such on the basis of:
- (1) having completed a minimum of five years of CIA service;
 - (a) overseas,¹ in the conduct and support of intelligence operations in foreign countries; or
 - (b) in the covert support in the United States of such operations under comparable conditions; or
 - (c) in a combination of (a) and (b) above.
 - (2) having performed duties which are so specialized that they place the employee at a special disadvantage when required to seek other employment; or,
 - (3) The Board's finding that the employee's prospective career is such that he will in all probability meet the criteria in (1) or (2) above in the normal course of his employment.

d. Annuitant means a person who is receiving an annuity from the Fund. It includes a surviving wife and husband, widow, dependant widower, child or children and beneficiaries of participants or annuitants who shall become entitled to receive annuities in accordance with the provisions of this Act.

- (1) Widow means the surviving wife of a participant who was married to such participant for at least two years immediately preceding his death or is the mother of issue by such marriage.
- (2) Dependant widower means the surviving husband of a participant who was married to such participant for at least two years immediately preceding her death or is the father of issue by

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Overseas service shall include:

- (a) All periods of time spent in actual work status (PCS) at post of assignment while assigned overseas;
- (b) All periods of leave granted while assigned abroad;
- (c) All periods of TDY overseas.

such marriage, and who is incapable of self-support by reason of mental or physical disability and who received more than one-half of his support from such participant.

- (3) Child means an unmarried child, under the age of eighteen years, or such unmarried child regardless of age who because of physical or mental disability incurred before age eighteen is incapable of self-support.

In addition to the offspring of the participant and his or her spouse the term includes (a) an adopted child, and (b) a step-child or recognized natural child who received more than one-half of his support from the participant.

3. DETERMINATION OF ELIGIBILITY AS A PARTICIPANT

- a. Initial Determination After Passage of the Act - The Board will review the records of all employees to identify and certify as participants those employees who meet the eligibility criteria for participation as set forth in paragraph 2c above.
- b. Five Year Agency Service Determination - Following the initial determination, as described in paragraph a above, the Board will review the records of all Career employees as they acquire five years of Agency service in order to determine their eligibility for certification as a participant in accordance with paragraph 2c above.
- c. Determination At Instance of Employee or the Board - A career employee may request action by the Board at any time subsequent to the determinations in paragraphs a and b above to determine his eligibility for certification as a participant in the System.
- d. A participant may submit application to the Board and, with the Director's approval, may remain employed in the Agency under the Civil Service Retirement System.

4. COMPULSORY CONTRIBUTIONS

- a. Annual Percentage Contribution - Six and one-half per centum of the basic salary received by each participant shall be contributed to the Fund for the payment of annuities, cash benefits, refunds and allowances. An equal sum shall also be contributed from the respective appropriation or fund which is used for payment of his salary. The amounts deducted and withheld from basic salary together with the so contributed from the appropriation or fund, shall be deposited by the Central Intelligence Agency in the Treasury of the United States to the credit of the Fund.